



BOARD OF COUNTY COMMISSIONERS
CLERMONT COUNTY, OHIO

ROBERT L. PROUD EDWIN H. HUMPHREY ARCHIE WILSON

April 20, 2011

Board of County Commissioners
Clermont County, Ohio
101 East Main Street
Batavia, Ohio 45103

Honorable Commissioners:

The Clermont County Water Resources Department recognizes the need for staff development and succession planning to maintain a highly competent work force. The process of training and mentoring individuals to advance within the organization prepares the next generation of workers to fill key roles within the Water Resources Department. This is critically important in the current economic climate.

Proposed changes to the OPERS program have been introduced in the State Legislature which would affect future employee retirements under the program. Three (3) members of top management are currently eligible for retirement. In addition, seven (7) employees in middle management are eligible or will be eligible by the end of 2011. In spite of our succession planning efforts, the potential impact to the organization is significant. The simultaneous departures could be devastating. It is critical that we develop a phasing plan that provides for an orderly transition.

During the next several months I will be bringing some creative concepts to the Board for discussion. Maximizing flexibility in a lean organization is necessary to maximize exposure of supervisors to management decisions and activities outside their normal work sites. Some organizational adjustments will also be considered.

While we are confident in the abilities of our next generation of management, we need to make every effort to facilitate a seamless transition into the future.

Sincerely,

Thomas C. Yeager
Director of Utilities

C: David Spinney
 File

CLERMONT COUNTY WATER RESOURCES DEPARTMENT

4400 HASKELL LANE
BATAVIA, OHIO 45103

TELEPHONE: (513) 732-7934 FAX: (513) 732-7310

Haddad, Betsy

From: petekay@fuse.net
Sent: Friday, April 15, 2011 9:43 PM
To: Haddad, Betsy; Swartz, Karen
Subject: Applicant for Planning Commission via the BCC Web site

Follow Up Flag: Follow up
Flag Status: Flagged

APPLICANT FOR Planning Commission

Dr. Peter S. Kay
1040 Spindletop Hill Cincinnati OH 45245

HAS THIS APPLICANT BEEN CONVICTED OF A CRIME? No EXPLANATION (if yes)

PRIMARY PHONE: (513) 752-6823
SECONDARY PHONE:
EMAIL: petekay@fuse.net

HOW LONG HAVE YOU LIVED IN CLERMONT COUNTY?
10 years

ARE YOU RELATED TO/ASSOCIATED WITH ANYONE NOW EMPLOYED BY CLERMONT COUNTY?
no

EDUCATION AND TRAINING

HIGH SCHOOL: Forest Hills H.S. New York City UNDERGRADUATE SCHOOL AND DEGREE: Cornell University, B.A. Chemistry GRADUATE SCHOOL AND DEGREE: Purdue University, Ph.D. Chemistry

PROFESSIONAL BACKGROUND

CURRENT OCCUPATION: Consultant

EMPLOYMENT HISTORY

1 year at Gulf Oil as a chemist
16 years at the Du Pont Co. in a variety of positions up to senior management
4 years at Harshaw Chemical Division of Gulf Oil Corp. as a senior manager
2 years at Picker X-ray Division of General Electric (England) as a senior manager
25 years as a consultant (Strategic Management, sole proprietorship)

Worked in research/development, manufacturing, sales/marketing, and general management assignments. Areas of expertise included textile fibers, scientific instrumentation, blood analyzers, X-ray machines and radiation detectors. Served markets included the manufacturing industry, aerospace, military services, academia and medical diagnostics. Since 1986 have consulted with leadership of small to medium sized businesses, helping them develop and implement strategic plans.

MEMBERSHIPS IN COMMUNITY ORGANIZATIONS OR OFFICES HELD Gr. Cinti. Chamber of Commerce, Chairman, Sports Council (80's) Founding Member of Gr. Cinti. Sports Corporation (80's) Past chair of Cincinnati Crosstown Shootout Luncheon Past chair of Gr. Cinti. Chamber's Meet the Reds Luncheon Member of organizing committee for:

Women's Final Four NCAA Basketball Championship, Cincinnati

Men's Ice Hockey Final Four NCAA Championship, Cincinnati
World Figure Skating Championship, Cincinnati Internationally licensed rowing referee -
world and Olympic championships Leadership Cincinnati Class XVII and Alumni Association Vice
Chair of civilian liaison board for Air Force Material Command

PARTICIPATION IN CIVIC ACTIVITIES

Several advisory boards at Purdue University (Past Chair of Cancer Center Planning Committee)
Steering Committee for \$1.7 Billion fund raising effort at Purdue University Past member of
Purdue University Foundation Board Past Chair of Purdue Alumni Foundation Board Chair of
Purdue University President's Council (2 years) Past member of Xavier University "Devil's
Advocates" teaching program Member of zoning upgrade advisory group (ZUAG), Hamilton County,
late 80's Board of Zoning Appeals (chair) at Pierce Township, 2 years Graduate of US Air
Force National Security Forum (nominated by USAF) Graduate of US Army National Security
Seminar (nominated by USArmy)

REASONS FOR APPLYING TO THIS BOARD OR COMMITTEE I have strong interest in the direction our
County is taking, particularly in development for the future. Past experiences serving on
the Hamilton County Zoning Upgrade Advisory Group and as Chair of the Pierce Township Board
of Zoning Appeals can be drawn on. As a professional strategic planner, I also have a wide
range of experience in helping organizations define long range strategic objectives and in
helping implement the necessary procedures/processes to achieve those objectives.

SPECIAL SKILLS, BACKGROUND OR EDUCATION THAT QUALIFIES THEM FOR THIS BOARD OR COMMITTEE As
noted above, specific experience in zoning issues and strategic planning/implementation are
well suited to the task at hand. As a ten year resident who built a retirement home in the
County, I have a strong interest in the future direction of Clermont County as a destination
place for business, housing, and recreational activities. I strongly believe that a good
balance of these opportunities, created in a way that takes ad

Haddad, Betsy

From: larrynkeith@gmail.com
Sent: Friday, April 15, 2011 1:47 PM
To: Haddad, Betsy; Swartz, Karen
Subject: Applicant for Planning Commission via the BCC Web site

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APPLICANT FOR Planning Commission

Larry Keith
4775 Burdsall Road Williamsburg OH 45176

HAS THIS APPLICANT BEEN CONVICTED OF A CRIME? No EXPLANATION (if yes)

PRIMARY PHONE: 724-3313
SECONDARY PHONE:
EMAIL: larrynkeith@gmail.com

HOW LONG HAVE YOU LIVED IN CLERMONT COUNTY?
27 years

ARE YOU RELATED TO/ASSOCIATED WITH ANYONE NOW EMPLOYED BY CLERMONT COUNTY?
No

EDUCATION AND TRAINING

HIGH SCHOOL: Manual High School, Indianapolis, IN UNDERGRADUATE SCHOOL AND DEGREE: Attended Indiana University/Purdue University @ Indianapolis GRADUATE SCHOOL AND DEGREE: Studied Architectural Engineering Technology

PROFESSIONAL BACKGROUND

CURRENT OCCUPATION: Architect

EMPLOYMENT HISTORY

7/2006-4/2009: Senior Project Architect. K4 Architecture, LLC.
6/2004-Present: Owner/Architect, Larry N. Keith/Architect.
4/1991 -6/2004: Vice-President/Secretary. KBA.Inc./Architects.
8/1984 -4/1991: Director of Operations, The LOM Corporation of Ohio.
1980-1984: Specifications Writer and Project Captain: The LOM Corporation, Indianapolis.
1977-1980: Senior Draftsperson and Project Coordinator. Cole Associates, Inc., Indianapolis.
1976?1977: Senior Draftsperson. Wright, Porteous & Lowe, Indianapolis.
1975 -1976: Job Captain/Senior Draftsperson. The Interdesign Group.
1974 - 1975: Job Captain. Merrill A. Jones Associates, Indianapolis.
1967 - 1974: Draftsperson. Wright, Porteous and Lowe, Indianapolis.

MEMBERSHIPS IN COMMUNITY ORGANIZATIONS OR OFFICES HELD I have held various positions in my Church Men's Club and am Past Grand Knight for the Knights of Columbus Fr. John J. Wencel Council, Milford, Ohio. I am a Graduate of the Lead Clermont Class of 2000, volunteering my time to promote and further the program by serving on the Advisory Board and advising new class members on their Class Projects. I serve as current Chair of the Advisory Committee

PARTICIPATION IN CIVIC ACTIVITIES

None.

REASONS FOR APPLYING TO THIS BOARD OR COMMITTEE I want to utilize my experience and my leadership skills to assist in shaping the future of Clermont County as relates to community planning issues.

SPECIAL SKILLS, BACKGROUND OR EDUCATION THAT QUALIFIES THEM FOR THIS BOARD OR COMMITTEE I am a registered architect with over 40 years experience in the profession. My strengths include client contact and management, employee relations, specifications writing, project management, code consultation and plan review.

I have experience with Word Processing, Computer Aided Design and Drafting, Code Tracking, Cost Estimating and Project Management software programs.

I am registered to practice Architecture in 15 States (5 Active and 10Inactive). I hold an NCARB Certificate.

REFERENCES

THREE REFERENCES FROM THE TOWNSHIP, VILLAGE, CITY IN WHICH THEY RESIDE Len Koogler Owner
Koogler Eyre Realtors Jackson Pike 800-248-9320

Julie Graybill
Director of Communications & Development Clermont County Chamber of Commerce
4355 Ferguson Drive #150
Cincinnati, OH 45245
(513) 576-5000

THREE OTHER REFERENCES

Kraig Gordon
Owner
Gordon Construction, Inc.
Design/Build Commercial Contractor
4529 English Creek Drive
Cincinnati, Ohio 45245
513-752-5743 Office

Ray Sebastian
CBO
Clermont County Building Inspections Dept.
2275 Bauer Road
Batavia, OH 45103
732-7213

Russ Graybeal
Senior Leasing Manager
CBL & Associates Properties, Inc.
2030 Hamilton Place Blvd, Suite 500
Chattanooga, TN 37421
phone - 423-490-8644

DID THE APPLICANT DIGITALLY SIGN THE FORM? Yes

Haddad, Betsy

From: JBecker@Fuse.net
Sent: Sunday, April 24, 2011 11:01 PM
To: Haddad, Betsy; Swartz, Karen
Subject: Applicant for Planning Commission via the BCC Web site

Follow Up Flag: Follow up
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*has been recommended by Karen Schenck
for appt to MHRB.*

APPLICANT FOR Planning Commission

John Becker
925 Locust Lane Cincinnati OH 45245

HAS THIS APPLICANT BEEN CONVICTED OF A CRIME? No EXPLANATION (if yes)

PRIMARY PHONE: 513-753-6440

SECONDARY PHONE:

EMAIL: JBecker@Fuse.net

HOW LONG HAVE YOU LIVED IN CLERMONT COUNTY?

26 years

ARE YOU RELATED TO/ASSOCIATED WITH ANYONE NOW EMPLOYED BY CLERMONT COUNTY?

No

EDUCATION AND TRAINING

HIGH SCHOOL: Highlands

UNDERGRADUATE SCHOOL AND DEGREE: Northern Kentucky University, Business Mgt GRADUATE SCHOOL

AND DEGREE: Xavier University, MBA

PROFESSIONAL BACKGROUND

CURRENT OCCUPATION: School Treasurer

EMPLOYMENT HISTORY

Hillcrest Training School - Treasurer

Axcess Financial - Sr. Business Analyst

Fifth Third Bank - Assistant Vice President and Sr. Financial Analyst Provident Bank - Finance Officer

MEMBERSHIPS IN COMMUNITY ORGANIZATIONS OR OFFICES HELD Ohio Republican Party - State Central Committeeman Clermont County Republican Party Union Township Republican Party

PARTICIPATION IN CIVIC ACTIVITIES

Mt. Carmel Christian Church - Active with community outreach

REASONS FOR APPLYING TO THIS BOARD OR COMMITTEE Opportunity to utilize my community knowledge, banking background, and political insights.

SPECIAL SKILLS, BACKGROUND OR EDUCATION THAT QUALIFIES THEM FOR THIS BOARD OR COMMITTEE I regularly attend TID, commissioners', trustees', village council, and city council meetings.

REFERENCES

THREE REFERENCES FROM THE TOWNSHIP, VILLAGE, CITY IN WHICH THEY RESIDE Bob McGee - Trustee
Matt Beamer - Trustee Tim Donnellon - Trustee

THREE OTHER REFERENCES

Bob Proud - Commissioner
Archie Wilson - Commissioner
Ed Humphrey - Commissioner

DID THE APPLICANT DIGITALLY SIGN THE FORM? Yes

Haddad, Betsy

From: tsanborn98@fuse.net
Sent: Monday, January 31, 2011 2:30 AM
To: Haddad, Betsy; Swartz, Karen
Subject: Applicant for Planning Commission via the BCC Web site

Follow Up Flag: Follow up
Flag Status: Flagged

APPLICANT FOR Planning Commission

Tina A. Sanborn
786 Picket Way Cincinnati OH 45245

PRIMARY PHONE: 513-752-8712
SECONDARY PHONE: 513-674-8288
EMAIL: tsanborn98@fuse.net

HOW LONG HAVE YOU LIVED IN CLERMONT COUNTY?
52 years

ARE YOU RELATED TO/ASSOCIATED WITH ANYONE NOW EMPLOYED BY CLERMONT COUNTY?
No

EDUCATION AND TRAINING

HIGH SCHOOL: New Richmond Exempted Village School District UNDERGRADUATE SCHOOL AND DEGREE:
UC Clermont - 2 yr Business Administration GRADUATE SCHOOL AND DEGREE:

PROFESSIONAL BACKGROUND

CURRENT OCCUPATION: Ambulatory Follow-Up Specialist

EMPLOYMENT HISTORY

Magellan Behavioral Health - Ambulatory Follow-Up Specialist
Magellan Behavioral Health - Field Provider Outreach Representative
Magellan Behavioral Health - Customer Service
Watkins Motor Lines - Transportation Coordinator
Marshall Engineering - Executive Recruiter
Clermont County Sewer District - Office of Management and Budget

MEMBERSHIPS IN COMMUNITY ORGANIZATIONS OR OFFICES HELD
UC Alumni Association International
Association of Administrative Professionals (IAAP) 1985 - present
IAAP - Treasurer (currently)
IAAP - Recording Secretary
IAAP - Board Assistant
IAAP - Chair - Retirement Center Trust for IAAP
IAAP - Serve and Chaired various Committees - Membership, Education, By-Laws and Standing Rules, Strategic Planning, Scholarship
Miami Glen Performing Arts - 1995 - present
Miami Glen Performing Arts - Recording Secretary (currently)
Korean War Memorial - Miami Township - Recording Secretary (currently)

PARTICIPATION IN CIVIC ACTIVITIES

Volunteer / Usher - Aronoff center
Volunteer / Summerfair
Volunteer / Tall Stacks
Volunteer / Appalachian Festival
Volunteer / Germania Fest
Production Stage Manager / Millenium Peace Bell Dedication 2000

REASONS FOR APPLYING TO THIS BOARD OR COMMITTEE I desire to serve my community, state and country.

SPECIAL SKILLS, BACKGROUND OR EDUCATION THAT QUALIFIES THEM FOR THIS BOARD OR COMMITTEE I feel that my education, organizational skills, work and life experiences can be utilized to serve.

REFERENCES

THREE REFERENCES FROM THE TOWNSHIP, VILLAGE, CITY IN WHICH THEY RESIDE Mrs. Rose Miller, 4943 Briarwood Lane, Cincinnati, OH 45244

513-831-9513

Mr. Mark Martin, 877 Locust Lane, Cincinnati, OH 45245

513-752-2139

Mrs. Judy Teke, 593 Lang Road, Cincinnati, Oh 45244-1039

513-831-5305

THREE OTHER REFERENCES

Ms. Kathleen Tuemler, 19 Louisville Road, Highland Heights, KY 41076

513-241-5603 (office)

Mrs. Nancy Byrne, 9128 Country View, Loveland, OH 45140

513-677-6393 / 513-484-4245 CP

Ms. Lynn Haney, 9773 Windsor Way, Florence, KY 41042

859-240-5603

DID THE APPLICANT DIGITALLY SIGN THE FORM? Yes